

# Supervisory Information Technology Specialist (Information Security)

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Office of Information and Technology

## Open & closing dates

🕒 04/06/2020 to 04/10/2020

## Service

Competitive

## Pay scale & grade

GS 14

## Salary

\$121,316 to \$157,709 per year

## Appointment type

Permanent

## Work schedule

Full-Time

## Locations

1 vacancy in the following location:

### Springfield, VA

1 vacancy

## Relocation expenses reimbursed

No

## Telework eligible

Yes as determined by agency policy

## This job is open to



### [Career transition \(CTAP, ICTAP, RPL\)](#)

Federal employees who meet the definition of a "surplus" or "displaced" employee.



### [Federal employees - Competitive service](#)

Current or former competitive service federal employees.



### [Veterans](#)



### [Federal employees - Excepted service](#)

Current excepted service federal employees.

## Clarification from the agency

Current Federal employees with competitive status; Current and former Federal employees who meet the established criteria in an Office of Personnel Management Interchange Agreement; Current and former Federal employees with reinstatement eligibility; Individuals who are eligible under Veterans Employment Opportunity Act (VEOA)

**Announcement number**

OIT-SMP-10785877-KMM

**Control number**

564796600

## Duties

**Summary**

As our nation navigates the COVID-19 pandemic, CBP is committed to delivering our mission to safeguard America's borders and enable legitimate trade and travel. Staffing mission critical positions remains a high priority. Be reassured that **CBP is still hiring**, despite potential hiring process step delays due to restrictions to in-person activities.

**Responsibilities**

**Organizational Location:** This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, Office of Information and Technology, Field Support Directorate, Enterprise Operational & Testing Evaluation Division located in Springfield, VA.

This position may be affected by a planned relocation to Ashburn, VA. Relocation is tentatively scheduled to begin in 2021, although the date is subject to change.

Joining the Customs and Border Protection Office of Information and Technology will allow you to use your expertise in information security systems, policies and procedures. This position starts at a salary of \$121,316.00 (GS-14, Step 1) to \$157,709.00 (GS-14, Step 10) with promotion potential to \$157,709 (GS-14 Step 10). Apply for this exciting opportunity to strengthen the Department of Homeland Security's ability to perform homeland security functions solving difficult technical problems and defining new approaches and techniques.

In this Supervisory Information Technology Specialist (Information Security) position you will be responsible for performing work that involves ensuring the confidentiality, integrity and availability of systems, network, and data. Typical duties will include:

- Providing supervisory guidance concerning information technology work and overseeing cybersecurity related activities.
- Managing vulnerabilities, patching, and compliance plans for remediation and mitigation of security systems and infrastructure.
- Providing technical advice on strategic IT issues to improve end-to-end processes
- Leading and implementing process improvement activities on key IT initiatives
- Coordinating, planning, and integrating long-range requirements associated with networks, systems, applications, and service planning

**Travel Required**

25% or less - You may be expected to travel for this position.

**Supervisory status**

Yes

**Promotion Potential**

14

**Job family (Series)**

## 2210 Information Technology Management

(<https://www.usajobs.gov/Search/Results?j=2210>)

# Requirements

## Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- Primary U.S. residency for at least three of the last five years (additional details below)
- You may be required to pass a background investigation
- CBP follows the DHS Drug-Free Workplace Plan for drug testing procedures

## Qualifications

**Basic Requirement:** Individuals must have Information Technology (IT) related experience demonstrating each of the four competencies listed below.

1. **Attention to Detail** - Is thorough when performing work and conscientious about attending to detail.
2. **Customer Service** - Works with clients and customers (that is, any individuals who use or receive the services or products that your work unit produces, including the general public, individuals who work in the agency, other agencies, or organizations outside the Government) to assess their needs, provide information or assistance, resolve their problems, or satisfy their expectations; knows about available products and services; is committed to providing quality products and services.
3. **Oral Communication** - Expresses information (for example, ideas or facts) to individuals or groups effectively, taking into account the audience and nature of the information (for example, technical, sensitive, controversial); makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.
4. **Problem Solving** - Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.

**Along with the four competencies listed above you must possess at least one (1) year of specialized experience described below to qualify based on experience.**

Experience: You qualify for the GS-14 grade level if you possess 1 year of specialized experience equivalent to at least the next lower grade level, performing duties such as:

- Reviewing newly proposed networks, systems, and software designs for potential security risks
- Recommending program changes on Information Security and Cyber Security directives
- Interpreting, establishing, and implementing security requirements for compliance with policy directives and executive orders
- Identifying and providing analysis and insight into new technology opportunities

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, including education if applicable to this position, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by 04/10/2020.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

**Background Investigation:** U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked

questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. . For more information visit [this link](http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>).

**Residency:** There is a residency requirement for all applicants not currently employed by CBP. Individuals are required to have physically resided in the United States or its protectorates (as declared under international law) for at least three of the last five years. If you do not meet the residency requirement and you have been physically located in a foreign location for more than two of the last five years, you may request an exception to determine if you are eligible for a residency waiver by meeting one or more of the following conditions:

- Working for the U.S. Government as a federal civilian or as a member of the military
- A dependent who was authorized to accompany a federal civilian or member of the military who was working for the U.S. government
- Participation in a study abroad program sponsored by a U.S. affiliated college or university
- Working as a contractor, intern, consultant or volunteer supporting the U.S. government

**Probationary Period:** All employees new to the federal government must serve a one year probationary period during the first year of his/her initial permanent federal appointment to determine fitness for continued employment. Current and former federal employees may be required to serve or complete a probationary period.

**Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP)**

**Eligibles:** If you have never worked for the Federal Government, you are not CTAP/ICTAP eligible. Information about ICTAP or CTAP eligibility can be found [here](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a)

([http://www.opm.gov/Reduction\\_In\\_Force/employee\\_resources/ctap/Employee-Guideline\\_CTAP.asp#3a](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a)).

You must submit the supporting documents listed in the "Required Documents" section of this announcement. In addition, to be considered well qualified under CTAP/ICTAP, you must possess the knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position. This will be measured by a score of 85 or higher.

## Education

Please see the Qualifications and Required Documents sections for more information if education is applicable to this position.

## Additional information

**Bargaining Unit:** This position is not covered under the bargaining unit.

**Certification:** You may be required to obtain a Contracting Officer's Representative (COR) certification within one year of placement.

Telework may be available on a regular recurring or situational basis.

**Supervisory Probationary Period:** You may be required to serve an 18 month probationary period upon appointment.

**Supervisory Training:** All newly appointed, first-time permanent CBP Supervisors are required to complete mandatory training. The training will be scheduled by the Office of Training and Development within the first 90 days of appointment. The duration of the training will include three weeks of in residence training in Harpers Ferry, WV. *Note: This training may be waived if previously completed.*

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States.

Learn more about **E-Verify**

(<http://www.uscis.gov/e-verify>).

including your rights and responsibilities.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/#!/customsborder)

(<https://twitter.com/#!/customsborder>).

The Department of Homeland Security encourages persons with disabilities to apply, to include persons with intellectual, severe physical or psychiatric disabilities, as defined by 5 CFR § 213.3102(u), and/or Disabled Veterans with a compensable service-connected disability of 30 percent or more as defined by 5 CFR § 315.707. [Veterans](https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content)

(<https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content>).

, [Peace Corps](https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/)

(<https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/>).

/VISTA volunteers

(<https://www.vistacampus.gov/after-vista/career/>)

, and **persons with disabilities**

(<http://www.opm.gov/policy-data-oversight/disability-employment/>)

possess a wealth of unique talents, experiences, and competencies that can be invaluable to the DHS mission. If you are a member of one of these groups, you may not have to compete with the public for federal jobs. To determine your eligibility for non-competitive appointment and to understand the required documentation, click on the links above or contact the Servicing Human Resources Office listed at the bottom of this announcement.

## How You Will Be Evaluated

Applicants will only be considered for the Eligibilities for which they claim in the job questionnaire AND must provide the supporting documentation. Applicants will not be considered for Eligibilities for which they did not claim, regardless of the documentation submitted with the application. <https://apply.usastaffing.gov/ViewQuestionnaire/10785877>  
(<https://apply.usastaffing.gov/ViewQuestionnaire/10785877>).

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience, education and training will be rated using an online self-assessment questionnaire based on the competencies and/or knowledge, skills, and abilities listed below. You will receive a score ranging from 70-100 based on your responses. Your entire application package will then be reviewed. The final determination will be based on all the information provided in your application package.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see <https://apply.usastaffing.gov/ViewQuestionnaire/10785877>  
(<https://apply.usastaffing.gov/ViewQuestionnaire/10785877>).

**Knowledge, Skills, Abilities and Other Characteristics (KSAOs):** Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Ability to manage activities, which include outreach, technology modernization projects and deployment activities
- Ability to maintain information and technology priorities, initiatives and activities that strike an appropriate balance among competing demands
- Skill to evaluate and assess the impact of changes made to the legislative and regulatory requirements on long-range goals and objective
- Ability to make changes due to the emergence of new security technologies and threats.

## Background checks and security clearance

### Security clearance

Not Required

(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

### Drug test required

No

## Required Documents

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. A resume in English is required. It must contain your full legal name, address, phone number, complete work history including a detailed description of your duties, the dates you performed those duties (MM/DD/YY), your hours worked per week, job title, as well as series, grade, and salary (if applicable). NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload your resume and any other applicable supporting documentation.
- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/10785877>  
(<https://apply.usastaffing.gov/ViewQuestionnaire/10785877>).
- **Are you a current or former federal employee?** ALL CURRENT AND FORMER FEDERAL EMPLOYEES MUST SUBMIT THE MOST RECENT COPY OF THEIR SF-50 (Notification of Personnel Action) showing competitive status: Tenure 1 or 2 in Block 24 and Position Occupied 1 in Block 34. Additionally, applicants should also submit a SF-50 reflecting the highest grade held on a permanent basis in the competitive service or the full performance level of your current position, whichever is higher, AND a SF-50 to support having met the time-in-grade requirement of having served 52 weeks at the grade level (or equivalent) below the grade level(s) for this position. Current CBP Employees are encouraged, but not required, to submit an SF-50(s) for CBP



experience; however, additional SF-50(s) are required when using federal experience outside of CBP to receive credit towards the requirements above.

- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP)?** You must submit a separation notice; your most recent SF-50 (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Are you a veteran?** If you are applying under a veteran appointing authority, you must submit documentation to support eligibility such as a DD-214 listing the character of service and either qualifying medal(s) or service period, a VA Disability Award letter dated 1991 or later, and/or supporting documentation as listed on the [Standard Form 15](https://www.opm.gov/forms/pdf_fill/SF15.pdf) ([https://www.opm.gov/forms/pdf\\_fill/SF15.pdf](https://www.opm.gov/forms/pdf_fill/SF15.pdf)). If you are currently serving on active duty, you must submit a written statement from the armed forces certifying your dates of service, your rank, expected character of service and anticipated date of separation. If you apply with a written statement at this stage, your preference will be verified by a DD 214 upon separation from the military. To learn more click [here](https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/veterans/) (<https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/veterans/>).
- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?** Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
  - Position title
  - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
  - Agency
  - Beginning and ending dates of appointment

## Benefits

<https://www.dhs.gov/homeland-security-careers/benefits>

## How to Apply

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under the appropriate Document Type. If your Document Type is not listed, upload as "Other."

You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities. For more information visit [th is link](http://www.dhs.gov/homeland-security-careers/benefits)

(<http://www.dhs.gov/homeland-security-careers/benefits>).

### **. Disabled veteran leave**

(<http://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/>).

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

View [common definitions](http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm)

([http://www.dhs.gov/xabout/careers/gc\\_1303762131481.shtm](http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm)).

of terms in this announcement.

To begin your online application, click **"Apply Online"** to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All

application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) ([http://help.usastaffing.gov/Apply/index.php?title=Alternate\\_Application\\_Information](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)) for more information regarding an Alternate Application process.

**Applications and supporting documentation will not be accepted by mail or email.** The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 04/10/2020.**

**It is your responsibility to verify that any information entered or uploaded is received and is accurate.** Human Resources will not modify or change any part of your application. Determining your eligibility and qualifications is dependent on the supporting documentation and information provided, which may impact your referral for further consideration. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

## Agency contact information

 CBP Hiring Center

### Phone

[952-857-2932](tel:952-857-2932)  
(tel:952-857-2932)

### Email

[CBPhiring-applicantinquiry@cbp.dhs.gov](mailto:CBPhiring-applicantinquiry@cbp.dhs.gov)  
(mailto:CBPhiring-applicantinquiry@cbp.dhs.gov)

[Learn more about this agency.](#)  
(#agency-modal-trigger)

### Address

Office of Information and Technology  
Please read entire announcement  
Please apply online  
Washington, DC 20229  
US

### *Customs & Border Protection (CBP): Securing America's Borders*

The Department of Homeland Security (DHS) is calling on those who want to help protect American interests and secure our Nation. DHS Components work collectively to prevent terrorism; secure borders and our transportation systems; protect the President and other dignitaries; enforce and administer immigration laws; safeguard cyberspace; and ensure resilience to disasters. We achieve these vital missions through a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

**Discover a challenging and rewarding career with U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. At CBP, we:**

- Secure and facilitate trade and travel while enforcing hundreds of U.S. regulations, including immigration and drug laws
- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers see [www.cbp.gov](http://www.cbp.gov/) (<http://www.cbp.gov/>).

## Visit our careers page

Learn more about what it's like to work at Customs and Border Protection, what the agency does, and about the types of careers this agency offers.

<http://www.cbp.gov/>  
([http://www.cbp.gov](http://www.cbp.gov/))

## Next steps

**GS Salary:** Visit [this link](#)<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages>

to view the locality pay tables by geographic area. If you do not see your geographic area listed, select the "Rest of United States" pay table.

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](#)

<http://www.usajobs.gov/Applicant/ProfileDashboard/Home>

. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306](#)

[http://www.opm.gov/forms/pdf\\_fill/OF0306.pdf](http://www.opm.gov/forms/pdf_fill/OF0306.pdf)

(Declaration for Federal Employment), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

## Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

### Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](#)  
[https://www.eeoc.gov/federal/fed\\_employees/index.cfm](https://www.eeoc.gov/federal/fed_employees/index.cfm)

### Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.

Learn more about [disability employment and reasonable accommodations](#)

<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>

or [how to contact an agency](#).



[\(https://www.usajobs.gov/Help/how-to/application/agency/contact/\)](https://www.usajobs.gov/Help/how-to/application/agency/contact/).

## Legal and regulatory guidance

### Financial suitability

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/).

### Privacy Act

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/).

### Selective Service

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/).

### Social security number request

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/).

### Signature & False statements

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/).

### New employee probationary period

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/).